

1325 Monitoring Plan Example

**PARTICIPATION**

	INDICATOR	SOURCE	METHOD	DATA	COMMENTARY
1	Index of women's participation in governance (% women in senior positions in cabinet/council of ministers, parliament, local governance)	Government records	Document analysis	<ul style="list-style-type: none"> <li>• % women in senior positions in cabinet/council of ministers: 33%</li> <li>• % women in senior positions in ministries/departments: 20%</li> <li>• % women in senior positions in parliament: 20%</li> <li>• % women in senior positions in local governance structures: 45%</li> </ul>	E.g. While a quota for cabinet positions has seen an increase in women's representation, the percentage remains low in other senior positions in ministries and parliament. By contrast, women's leadership role is strongly recognized at the local level through their high level of participation in local governance structures.
2	Percentage of women in peace negotiating teams.	Peace agreement documents; negotiators	Document analysis; interviews	<ul style="list-style-type: none"> <li>• % of women in peace negotiating teams: 40%</li> </ul>	The relatively high % of women in peace negotiation teams does not capture the fact that women negotiators were routinely silenced and their perspectives undermined.
3	Index of Women's Participation in the Justice & Security Sector (% women in military, police, judiciary, at all levels)	Military records, police records, judiciary records	Document analysis	<ul style="list-style-type: none"> <li>• % women in military, disaggregated at all levels: 0% commanders, 13% officers, etc</li> <li>• % women in police, disaggregated at all levels: 15% commanders, 30% officers, etc</li> <li>• % women in judiciary, disag. at all levels: 8% high court judges, 36% magistrate, etc</li> </ul>	In general, across the military, police and judiciary, women are represented in higher numbers at lower levels of seniority.
4	Percentage of women in peacekeeping missions, disaggregated at all levels.	Peacekeeping mission records	Document analysis	% women in peacekeeping missions, disaggregated at all levels: (e.g. UNMIL) 100% SRSG, 50% DSRSG, 0% troop commanders, 40% UN police, etc	While the SRSG & 1 out of 2 DSRSGs is female, there are no women at the troop commander level, and a significant proportion of women in the UN police thanks to a female-only contingent.
5	Number and percentage of women participating in each type of constitutional or legislative review	Government records; review members	Document analysis; interviews	<ul style="list-style-type: none"> <li>• Constitutional review #1: 3 women / 20%</li> <li>• Security Sector review: 0 women / 0%</li> <li>• Judicial review #1: 12 women / 50%</li> </ul>	Relevant senior women were excluded from the security sector review. However, despite only 20% representation in the constitutional review, the 3 women were driving forces in the process.

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6	Percentage of CSOs in Task Forces on SCR 1325 and 1820 (out of total TF members).	Task force records	Document analysis	<ul style="list-style-type: none"> <li>• % CSOs in Task Forces on 1325: 25%</li> <li>• % CSOs in Task Forces on 1820: 45%</li> </ul>	The majority of CSOs on these Task Forces - especially for 1820 - are women's organizations.
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**PREVENTION & PROTECTION**

INDICATOR		SOURCE	METHOD	DATA	COMMENTARY
7	Percentage of SGBV cases reported, investigated, referred, prosecuted, & penalized.	Police, court and SGBV support groups data/reports	Document analysis	In the last 12 months, SGBV cases: <ul style="list-style-type: none"> <li>• reported: 1,820</li> <li>• investigated: 600</li> <li>• referred: 500</li> <li>• prosecuted: 300</li> <li>• penalized: 50</li> </ul>	Due to staff shortages at the courts, only around half of all investigate cases were actually prosecuted - and few perpetrators were penalized. However, the number of cases reported and investigated has increased, indicating more confidence in and greater capacity of the police.
8	Number and quality of gender-responsive laws and policies	Legislation, analyses of legislation & policies, key policymakers	Document analysis, interviews	<ul style="list-style-type: none"> <li>• Number of gender-responsive laws and policies: 5 laws, 8 policies.</li> <li>• Quality of gender-responsive laws and policies: mixed quality, mostly gender-responsive.</li> </ul>	Mixed quality, mostly gender-responsive except for the small arms policy, where most provisions relating to women were removed from the final draft. The GBV Law was recognized as best practice for GBV legislation.
9	Number and nature of provisions/recommendations in the TRC and other transitional justice reports on women's rights.	TRC report	Document analysis	<ul style="list-style-type: none"> <li>• Number of provisions in the TRC and other transitional justice reports on women's rights: 6 provisions</li> <li>• Nature of provisions: reparations for women ex-combatants, services for SGBV survivors, equal gender representation in new justice system, etc</li> </ul>	Thanks to support and lobbying by women's groups and senior officials, the TRC report covers key issues relating to women's human rights. One issue which failed to be addressed, however, was women's property rights.
10	Extent to which gender and peace education are integrated in the curriculum of formal and informal education.	Education curricula, women's groups	Document analysis, interviews	Extent to which gender and peace education are integrated in the curriculum of formal and informal education: both primary and secondary curricula include full integration of gender equality principles and peace education, including early warning. Informal education is yet to include these systematically.	While the formal education curricula have addressed these issues thoroughly, there has as yet been no evaluation of the impact of these on learning, attitudes or behaviours.
11	Percentage of women (versus men) who receive economic packages in conflict resolution and reconstruction processes.	Data on economic packages (?)	Document analysis, interviews	Percentage of women (versus men) who receive economic packages in conflict resolution and reconstruction processes: 52% women (48% men).	Women formed the slight majority of recipients of economic packages, due to the distribution method and high proportion of female-headed households in the target locations.

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PROMOTION OF A GENDER PERSPECTIVE

	INDICATOR	SOURCE	METHOD	DATA	COMMENTARY
12	Detailed breakdown of gender issues addressed in peace agreements.	Peace agreements	Document analysis	Gender issues addressed in peace agreement: DDR programmes for female ex-combatants, support for survivors of SGBV, etc (list all).	While many key gender issues were addressed, a number of points were not seen in the final agreement, including the role of women in post-conflict governance structures.
13	Number & percentage of pre-deployment & post-deployment programmes for military & police incorporating SCR 1325, SCR 1820, international human rights instruments and international humanitarian law.	Pre and post deployment training curricula, trainers	Document analysis, interviews	Number & % of pre-deployment training & post-deployment programmes for military & police incorporating SCR 1325, SCR & international human rights instruments and international humanitarian law: pre-deployment 4 trainings / 80%; post-deployment: 2 trainings / 40%	All pre and post deployment trainings covered international human rights and humanitarian law in depth. However, while 1325 and 1820 were mentioned in 80% and 40% of cases respectively, there was much less attention given to them.
14	Allocated and disbursed funding to CSOs (including women's groups) marked for WPS projects and programs.	CSO budgets	Budget analysis / gender budgeting	For the last 12 months: • Allocated funding to CSOs (including women's groups) marked for WPS projects and programs: US\$800,000 • Disbursed funding to CSOs (including women's groups) marked for WPS projects and programs: US\$580,000	The level of funding, and its disbursement, has increased significantly in the last 5 years. The majority of funding for WPS in CSOs goes to women's groups, rather than other types of CSOs.
15	Allocated and disbursed funding to governments marked for WPS projects and programs.	Government budget	Budget analysis / gender budgeting	For the last 12 months: • Allocated funding to governments marked for WPS projects/programs: US\$1.2 million • Disbursed funding to governments marked for WPS projects and programs: US\$1 million	The majority of government funding for WPS projects comes from XX donor, and was allocated to the development and implementation of the 1325 NAP. The National Women's Machinery / women's ministry received 10% of WPS funding.
16	Percentage of women's representation in political power & decision-making in media content.	Global Media Monitoring Report	Document analysis	% of women's representation in political power and decision-making in media content: 3.4%	Women's representation was highest in newspaper reporting.

## 1325 Monitoring Plan Example

### Acronyms

GBV - Gender-Based Violence  
CSO - Civil Society Organization

DDR - Disarmament,  
Demobilization and Reintegration

DSRSG - Deputy Special  
Representative of the Secretary  
General

NAP - National Action Plan

NWM - National Women's  
Machineries ("women's"  
ministries)

SCR - Security Council Resolution

SGBV - Sexual and Gender-  
Based Violence

SRSG - Special Representative of  
the Secretary General

TF - Task Force

TRC - Truth and Reconciliation  
Commission

WPS - Women, Peace and  
Security